

# **CITY OF BLOOMINGTON HUMAN RIGHTS COMMISSION**

Monday, October 03, 2016

4:00 PM

Baillif Conference Room  
1800 W Old Shakopee Rd

## **AGENDA**

1. Draft Agenda for October 17, 2016
2. Approve minutes from September 19, 2016
3. 2017 HRC Work Plan Proposal Form



# Agenda Item

Originator Human Rights Commission	Item <b>Draft Agenda for October 17, 2016</b>
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Date 10/3/2016
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Description
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Requested Action
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Attachments:
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Draft Agenda for October 17, 2016 HRC regular meeting



**BLOOMINGTON HUMAN RIGHTS COMMISSION  
REGULAR MEETING – MONDAY, OCTOBER 17, 2016**

**BLOOMINGTON CIVIC PLAZA - 5:30 P.M.**

**1800 W. Old Shakopee Rd. – McLeod Meeting Room**

**Executive Committee Meeting – November 7, 2016**

**Civic Plaza – Baillif Conference Room – 4:00 P.M.**

If for any reason you are unable to attend this meeting, or are going to be late, please contact  
Heather Lambert, 952-563-4959, **by noon on Monday, October 17, 2016.**

**I. PROCEDURAL MATTERS - 5:30 P.M.**

- 1.1 Call to Order and Roll Call
- 1.2 Approval of Minutes – September 19, 2016
- 1.3 Adoption of Agenda
- 1.4 Announcements
  - Mix It Up At Lunch, October 25, 2016, Connect with someone new over lunch
  - Disrupt Racism As Usual, October 28 & 29, 2016, Metropolitan State University, St. Paul
  - Olmstead Plan, Housing and Services, Tuesday, November 1, 2016, 6:30 p.m.,  
Bloomington Civic Plaza

**II. CONTINUING BUSINESS – 5:35 P.M.**

- 2.1 2016 Work Plan
  - Leadership
    - Omar Bonderud Award recommendation – S. Fishman, D. Kunkel, D. Kane
  - Equality
    - Second Founding Program, January 31, 2017
      - Planning meeting, September 28, 2016, 4:00 p.m. – Z. Biccott, M. Carlson, J. McClellan, D. Kane
  - Cultural Competence
    - Update: American Indian Heritage Month, November 15, 2016 – Z. Biccott
      - Update Solicitation of Donations – Z. Biccott
      - Proclamation, October 24, 2016 City Council meeting – Jim Jones of MN Indian Affairs Council accepting
      - Exhibit, November 1 – 9/November 15 – 30, 2016
      - Coffee with the Curator, November 2 at 10:00 a.m. and November 14 at 2:00 p.m.
      - Dr. Don Bartlette, Speaker, November 15, 2016

**III. NEW BUSINESS**

- 3.1 Work Plan 2017
  - Submit Proposals

**IV. ADJOURNMENT – 6:00 P.M.**

**Team Building (Box lunch will be served)**

**October 17, 2016, 6:00 – 7:30 p.m.**

**Insights & Strengths Finder Activities, Chadwick Conference Room**



# Agenda Item

Originator Human Rights Commission	Item <b>Approve minutes from September 19, 2016</b>
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Date  
10/3/2016

Description

Requested Action

Attachments:

Minutes from September 19, 2016

# UNAPPROVED MINUTES

## Human Rights Commission

**Monday, September 19, 2016**

**5:30 PM**

**McLeod Conference Room  
1800 West Old Shakopee Road**

### I. PROCEDURAL MATTERS – 5:30 P.M.

- 1.1 Call to Order and Roll Call** Present: Xavier Bicott, Maureen Carlson, Sheila Fishman, Dennis Kane, Daniela Kunkel, Jared Leese, Johnathon McClellan, Savannah Salato, Ibrahim Yusuf

Absent: n/a

Staff: Lorinda Pearson, Manager and Staff Liaison, Human Services Division  
Heather Lambert, Administrative Assistant, Human Services Division

Guests: n/a

Chair D. Kane called the meeting to order at 5:30 p.m. A quorum was present.

- 1.2 Approval of Minutes - August 15, 2016** Z. Bicott proposed amending the minutes from the August 15, 2016 meeting to specify his request for data on arrests and demographics in the City of Bloomington would be for the prior year during the Program. M/Z. Bicott, S/J. McClellan unanimously carried to amend the minutes in the Program Section to include Z. Bicott stated he would like data on arrests and demographics in the City of Bloomington **for the prior year**. M/Z. Bicott, S/J. Leese unanimously carried to approve the minutes as amended.

- 1.3 Adoption of Agenda** D. Kane stated Commissioner Kevin Lindsey, Minnesota State Human Rights Department, is not able to present this evening and his Program will be rescheduled for a future meeting. L. Pearson requested D. Kane be added to Finding Common Ground Between Public Safety and Racial Justice under Cultural Competence. J. Leese proposed giving additional time to each topic on the agenda in order to go into further detail. M/J. Leese, S/Z. Bicott unanimously carried to approve the agenda as amended.

- 1.4 Oath(s) of Office** Youth Commissioners D. Kunkel and S. Salato read and signed their Oaths of Office for terms ending August 31, 2017. They were reappointed by the City Council to the Human Rights Commission on September 12, 2016.

- 1.5 Announcements** D. Kane stated PACER is sponsoring the Run, Walk, Roll Against Bullying on October 1, 2016 from 9:00 a.m. – noon at Normandale Lake.

D. Kane reported the Hopkins Race and Equity Initiative is sponsoring the community forum, “Is White Privilege Real or Imagined” at the Hopkins Center for the Arts on October 24, 2016 at 6:30 p.m.

D. Kane stated “Disrupt Racism As Usual” workshop is taking place October 28 – 29, 2016 at Metropolitan State University in St. Paul.

### II. PROGRAM – 5:35 P.M.

- 2.1 Program** Commissioner Kevin Lindsey’s scheduled Program on the Minnesota State Human Rights Department and the State Human Rights Act 363A was cancelled and will be rescheduled for a future meeting.

### III. CONTINUING BUSINESS

#### 3.1 2016 Work Plan

- Public Relations
  - Community Center Task Force

D. Kane stated he is part of the Community Center Task Force, with J. Leese serving as his Alternate. He stated the last meeting of the Task Force was to bring closure to their discussion. D. Kane volunteered to be part of the team charged with creating a rough draft of the Task Force findings. The target is to present the Task Force findings to the City Council in October. The Task Force concluded a new Community Center should be built, as the current Creekside Community Center is not in a state to be remodeled. There has been heavy interest in building a new Community Center to meet the needs of a diverse and multigenerational community. M. Carlson asked if there were any public meetings held, with L. Pearson stating there were numerous focus group meetings about the needs for a Community Center at the start of the planning process, when the City of Bloomington hired HGA Architects and Engineers to perform a Community Center needs assessment. More opportunities for the community to comment and get involved are proposed in the Task Force recommendations.

- Diversity Day-Focused Conversation

D. Kane stated the concept of Diversity Day will be reexamined to see if it is still a meaningful experience for students. He stated participation in the t-shirt design contest has been down, and the run was slow to fill. L. Pearson stated this will provide an opportunity for more youth involvement in deciding what Diversity Day could look like going forward. S. Salato stated she took notes on her classmates comments during an open forum in her class after last year's Diversity Day. Students shared advertising for Diversity Day could be improved, and she proposed having a student-driven "Diversity Week" rather than a specific Diversity Day. In addition, she suggested doing Diversity Week during Black History Month. D. Kunkel stated the Diversity Day Committee has dissolved at Jefferson High School, and Flora Tsyukayama has decreased her participation. She also stated her preference for celebrating different cultures over the lunch hour. L. Pearson announced a focused conversation on Diversity Day will take place with the School District and other community partners, and D. Kunkel and S. Salato volunteered to be part of this conversation.

- Equality
  - Business Day at City Hall

D. Kane stated he attended Business Day at City Hall on September 16, 2016. He reported the City Manager presented on survey results from local businesses. L. Pearson stated the HRC had a booth at the event. D. Kane stated the new City Manager has been doing a lot of outreach in the community, which will enhance communications.

- Second Founding Program

Z. Bicott stated a planning meeting for the Second Founding Program is taking place on September 28, 2016. J. McClellan stated the HRC is working with the U.S. District Court and Normandale Community College on this Program covering the 13<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> Amendments of the Constitution. D. Kane stated Judge Davis approached the HRC to assist with the Second Founding Program, with the hope it can be recreated in other communities and schools within the Minnesota State Colleges and Universities (MnSCU) system.

- Racial Equity Dialogues

L. Pearson stated the 2016 HRC Work Plan lists the HRC will work with the Racial Equity Minnesota Network and the Bloomington Public Health Division to conduct a healthy, productive dialogue on the topic of racial equity in Bloomington. She stated she has been participating with Advancing Racial Equity: A MN Cohort training program throughout the year, and the Bloomington Cohort is beginning to put together programs that could come into play. The City of Bloomington plans to work with Normandale Community College and the School District to contract with Pacific

Educational Group (PEG) to train facilitators to conduct discussion groups about race. She stated Assistant City Manager Elizabeth Tolzmann is leading these efforts, and the HRC will get involved next year by coordinating our proposed dialogues using the Racial Equity Minnesota network.

- Fredrick Douglass Exhibit

L. Pearson stated the Fredrick Douglass Exhibit is part of the current HRC Work Plan; however, it was unavailable in 2016. The Exhibit is available for 2017, and a contract is being drafted for the Exhibit to be set up for Black History Month in February next year.
- Cultural Competence

••Re-cap Heritage Days

M. Carlson reported she and D. Kane worked the Heritage Days event on September 17, 2016. She stated the multicultural entertainment was well received and represented the community with something for everyone. The microphone system had some problems with missing chords. D. Kane stated he and M. Carlson worked the entire five hour event on their own, which is a lot to expect of a commissioner. He reminded Commissioners if they volunteer to assist at an event, it is important for them to show up. If for some reason a Commissioner is unable to make it, the Commissioner must let staff know. S. Fishman inquired how to start conversations with residents when working the HRC booth. D. Kane replied he asked for business cards at the Business Day at City Hall event. He has also asked people at the HRC booth if there are Human Rights issues they would like the HRC to know about. J. Leese proposed putting together a Committee to look into ways to create more community interaction with the HRC. L. Pearson stated this Committee could be part of the 2017 Work Plan.
- International Day of Peace

D. Kane stated Flora Tsyukayama accepted the International Day of Peace Proclamation at the September 12, 2016 City Council meeting. I. Yusuf reported the Naturalization Ceremony took place on September 14, 2016 and was well attended. He was able to help people at the Ceremony with completing required paperwork. L. Pearson stated 38 countries were represented. Z. Bicott announced the event was livestreamed on Facebook, the first City of Bloomington event having been livestreamed.
- Update: American Indian Heritage Month

Z. Bicott stated he will be following up on soliciting donations for the American Indian Heritage Month events. He recently learned there is a Native American Chamber of Commerce in Bloomington, who he plans to meet with. Z. Bicott reported the planning committee has been advised to change the name of the Proclamation from Native American Heritage Month to American Indian Heritage Month. M/Z. Bicott, S/J. Leese unanimously carried to approve changing the name of the Proclamation to the American Indian Heritage Month Proclamation. Z. Bicott stated the *Why Treaties Matter* exhibit will at Bloomington Civic Plaza November 2 – 9 and November 15 – 30, 2016. Coffee with the Curator will feature Jim Jones, Interim Director of the MN Indian Affairs Council, and will take place on November 2, 2016 at 10:00 a.m. and on November 14, 2016 at 2:00 p.m. The Community Event, “Macaroni At Midnight”, will take place on November 15, 2016 at 7:00 p.m. (reception at 6:00 p.m.). Activist Dr. Don Bartlette will share his story growing up as a Chippewa Indian and how one person changed the course of his life. The program will also feature a historical perspective of American Indian culture in Bloomington.
- Advancing Racial Equity: The Role of Government

J. McClellan reported he attended Advancing Racial Equity: The Role of Government, at the Hopkins Center for the Arts on August 17, 2016. He stated it was interesting, with a wide range of people in attendance, including L. Pearson, City Manager Jaime Verbrugge, Assistant City Manager Elizabeth Tolzmann and JCPP Liaison Doug Belton. L. Pearson stated more opportunities such as this will be made available.

- Finding Common Ground Between Public Safety and Racial Issues D. Kane stated he attended Finding Common Ground Between Public Safety and Racial Justice – All for the Common Good on September 14, 2016 with L. Pearson at the University of St. Thomas Law School. There were eight speakers, and a Question and Answer forum afterwards.
- Multicultural Dinners L. Pearson stated multi-cultural dinners are part of the 2016 HRC Work Plan. She has met with Assistant City Manager E. Tolzmann to discuss interfacing the dinners into opportunities for employees to become involved in local cultural activities. A committee will be set up to start planning these dinners.
- Leadership D. Kane stated Commissioners will be participating in team building activities on October 17, 2016. The HRC will conduct a regular business meeting from 5:30 – 6:00 p.m. in the McLeod Conference Room, followed by the Insights and StrengthsFinder activities from 6:00 – 7:30 p.m. in the Chadwick Conference Room. L. Pearson passed out individual StrengthsFinder 2.0 hardcover books to Commissioners, and requested Commissioners complete the on-line assessment before reading the book. The results of the assessment are due to Assistant City Manager E. Tolzmann by October 7, 2016.
- Team Building
- Update Omar Bonderud Award L. Pearson stated the Omar Bonderud Award Committee is meeting on September 23, 2016 at 3:30 p.m. in the McLeod Conference Room.
- 3.2 **Normandale College, Jeanette Sanchez** D. Kane stated he met with Jeanette Sanchez, Normandale Community College, and L. Pearson to discuss opportunities to partner with the HRC. He referred Commissioners to the list of events at Normandale Community College included in the electronic packets.
- 3.3 **Complaints/Inquiry Report** L. Pearson reported one inquiry for the month of August and stated it was referred to the appropriate resource.

#### IV. FINAL COMMENTS

J. McClellan reported he has had a discussion with staff at Seven Hills Preparatory Academy, a local charter school, and they are reaching out to have a more diverse staff and are looking to increase the diversity of their students.

Z. Bicott stated at the August HRC meeting, he asked Chief Jeff Potts during the Program about the demographics of Police Department stops and pull-overs. He met with D. Kane and L. Pearson last week to discuss this request. Z. Bicott clarified he would like a one-year snapshot of this data, and he would be withdrawing his request as an HRC Commissioner and may make the request as a private individual Bloomington resident. L. Pearson stated this data request would be handled by the City Clerk, and mentioned Z. Bicott has already been in contact with City Clerk Janet Lewis. J. Leese inquired about proposing items for the 2017 HRC Work Plan. L. Pearson responded items for the 2017 HRC Work Plan may be proposed in November, with the HRC finalizing the Work Plan in December.

#### V. ADJOURNMENT

M/J. Leese, S/J. McClellan unanimously carried to adjourn the meeting at 7:00 p.m.





## Agenda Item

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Originator  
Human Rights Commission

Item  
**2017 HRC Work Plan Proposal Form**

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Date  
10/3/2016

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Description

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Requested Action

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Attachments:

2017 HRC Work Plan Proposal Form

DEADLINE FOR 2017 PROPOSALS IS NO LATER THAN NOVEMBER 9, 2016

The Bloomington HRC will be considering proposals for new action items for our 2017 Work Plan at the November 2016 Commission meeting. We invite proposals for any new action item relating to Human Rights. If you wish to make a proposal, please complete this form for submission no later than November 9, 2016. We will then use it as a basis for discussion, further development, and decision making at the November 2016 Commission meeting. We look forward to proposing a Work Plan that is in keeping with our mission, and that contains achievable action items with a clear purpose, identifiable cost, and greatest impact. ALL SUGGESTIONS ARE WELCOME AND WILL BE CONSIDERED.

Proposed Action Item:

Please describe the action item you propose.

Function and Purpose of Human Rights Commission:

The Human Rights Commission was established to aid and advise the City Council in insuring all citizens equal opportunity in employment, housing, public accommodations, public services and education and such other affairs as affect the social well-being of the community. The Human Rights Commission educates and advocates on human rights issues.

How does the proposal fit within the HRC function?

Areas of Illegal Discrimination:

It is illegal to discriminate against in these areas: Aiding and abetting, business, credit, education, employment, housing, public accommodations, public services.

What area(s) of discrimination are impacted by the proposal?

Protected Classes:

Discrimination on the following bases is illegal: Age, creed, color, dependence on public assistance, disability, familial status, local commission status, marital status, national origin, race, religion, and sex.

How is the proposal relevant to one, some or all of the protected classes?

Action Categories:

The action categories that have in recent years been chosen for action are cultural competence, equality, economic development, leadership and public relations. See the 2016 Work Plan for a description of each.

Which of the HRC action categories does the proposal fall into?

Plan:

How would the matter proposed be accomplished by the Human Rights Commission? Address structure, time required, city staff and resources needed, cost, and relationship to any other action item in recent work plans (e.g., could they be done together, is this an extension of something the HRC is already doing, should it replace something, etc.).